

## **2020 Presidential General Election (PG2020) – Recruitment Summary Report**

### **April 19, 2021 – Submitted by Deborah Hamer**

The impact of the Pandemic was initially devastating to the recruitment of voters serving as Election Judges. The combined efforts of State Government, State Board of Elections, County Government, and the Private Sector efforts to assist with encouragement to apply and serve resulted with over 6,300 individual voter applications to serve as Election Judges. The Election Worker Program enables registered voters to participate in the democratic process by staffing polling precincts for Early Voting and Election Day each election cycle. Functions include recruiting new election workers, processing applications, collaborating with training staff to ensure workers were competent, assigning workers to election events, processing Election Worker stipends, and reviewing the performance of workers after the elections have concluded. The Recruitment Team successfully placed 5,800+ Election Workers to serve during the General Election.

#### **Recruitment Staff**

Typically, the Recruitment staff consists of three permanent staff members, one Recruitment Coordinator and two permanent Recruiters along with eight temporary Recruitment staff. Prior to each cycle staff allocates a three-week training period to prepare temporary staff for the recruitment of approximately 4,000 volunteers. Although with the COVID pandemic, challenges changed process and staff. The resulting Recruitment staff for the General Election consisted of one permanent Recruiter and ten temporary employees, some on loan from the Montgomery County Recreation Department and some on loan from other Montgomery County agencies. The General Election afforded no three-week training period.

#### **US Voting Rights Act, Section 203 – Bilingual Election Workers**

Montgomery County Board of Elections far exceeded the Section 203 mandate for one trained bilingual Spanish speaking Election Worker at each polling precinct. Except for one Vote Center with 2 bilingual workers, the remaining 39 Vote Centers had a *minimum* of 4 bilingual Spanish speaking workers assigned. The average number of bilingual Spanish speaking workers assigned to Election Day was 7.4. Eight days of Early Voting at 11 Early Voting Centers totaled 88 Early Voting “events”. For two of these events there were 2 assigned Spanish speaking bilingual workers. For the remaining events there was a *minimum* of 3 bilingual Spanish speaking workers assigned. The average number of bilingual Spanish speaking workers assigned to Early Voting events was 5.9. Recruitment also assigned bilingual Election Workers that spoke a variety of other languages to serve during Early Voting and Election Day. These languages included Korean, Chinese, Vietnamese and French to name a few.

#### **Early Voting and Election Day**

Recruiters adjusted staffing for 8 Early Voting Centers and the 40 Election Day Vote Centers with more workers and multiple new positions. Workers responded to the changes positively and accepted the new assignments willingly. Recruitment filled 5,800 + positions. Recruitment processing required a major overhaul regarding processing each Election Worker when it came to processing the payroll stipends. Recruiters, through dedication, accurately processed 3,353 Election Workers stipends and successfully met the payroll deadline.

#### **Outreach**

The Recruitment Team launched a new initiative, the Pick-A-Pal Promotion. The promotion was introduced via the Election Worker Newsletter and during Training Classes. Volunteers filled out raffle tickets on which they provided their name and suggested a potential Election Worker(s) by providing the individuals’ contact information. Raffle tickets were then provided to the Recruiters, who reached out to the potential workers. Raffle tickets on which both Pals served were entered into a drawing. The grand prize was awarded to the two “Pals” selected during the drawing and several consolation prizes were also awarded. The Pick-A-Pal Promotion proved to be worthwhile as 162 new Election Workers were recruited during the endeavor.

#### **Election Worker Age Distribution**

The age distribution of Election Workers serving in the General Election in 2018 shifted in 2020. There were significantly less workers under 18 years, more workers between ages 40 – 70 years and fewer workers in the 71 – 95 years age range.